

## ***Reinforcing the Culture of Research in Institutions of Higher Learning***

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### ***ABSTRACT***

*Research is a continuous activity that requires a lot of hard work and intelligence. With the advent of time, the scope of research has been widened. In today's scenario faculty members has to play the dual role of researcher as well as of educator. This also provides them the opportunity for widening their scope of learning and imparting the best knowledge to their students. But it has also been seen that the lack of resources and incentives hinders them from pursuing research. There are many drawbacks due to which students are also found to be least interested in pursuing research after post-graduation. Therefore, there are many areas that require urgent attention, in order to strengthen the research culture in higher education institutions. By encouraging students of post-graduation and providing them with the best opportunities to pursue their research after post-graduation will turn out to be the great effort in reinforcing the culture of research in higher education institutions. A study is also conducted to know the factors which will enhance the knowledge of research among students.*

***Key words:*** Research Culture, Higher Education Institutions, Funding, Quality Education.

***Objectives:*** The objective of this study is to analyse the factors that will enrich and enhance the culture of research in higher education institutions.

### ***Introduction***

The term 'research' has been defined as: "an intellectual activity and a source of creating new knowledge" (Pratt, Margaritis & Coy, 1999; Thomas, 2001). In recent years there has been a preponderance of research in academic environment either for promotion or upgradation of knowledge (Schuster and Finkelstein, 2006; Méndez, et. al., 2014). Research culture is promoted among faculty members and other individuals by way of grant, scholarships, funding, awards, and rewards etc which has a positive impact on them (Méndez, et. al., 2014; Thomas, 2001). It has been seen in recent years that there is a positive impact of grants (Naoreen, Bushra, et al.) and scholarships, which induces

individual's to do more productive work in their research and also pass on this research culture among the next generation students (Patel, P. J. (2016). Current methods and pedagogy are not sufficient enough to supplement the need of research in higher education institutions. Lack of funding, lack of skills required for research work, less competency etc work as a hindrance research (Berliner, 2002; Naoreen, Bushra, et al.). In higher education institutions faculty members are often lost in the world of teaching and management, due to which less heed is paid to research (Matthews, B., 2004). Therefore it is necessary that more effective steps should be taken by higher education institutions in order to bolster the growth of research culture and its regeneration (Patel, P. J., 2016) in order to pass on to the next generation also. This paper focuses on the measures or steps that should be taken to strengthen the research culture in higher education Institutions and the limitations of present research culture in higher education institutions.

### **Enriching the Research Culture**

Change is a natural phenomenon which brings opportunities and threats; same is the case with the higher education institutions where change in economic and technological environment brings opportunity to develop their resources, to do more investment in research, enhancement of academic programs (de Jager, 2001), which is also stated in their mission (Camelia, G., & Marius, P., 2013). There is utmost requirement of communicating these mission statements (Bonewits Feldner, 2006; Camelia, G., & Marius, P., 2013) with the required parties. When things are done in a proper manner, will help the researchers in ruling out the excellent approach and also helps in achieving significant results (Camelia, G., & Marius, P., 2013). With proper management we will be successful in achieving the aim of research development in higher education institutions.

### **Impact of Organisational Culture on Research In Higher Institutions of learning**

Definition of culture has been given by many scholars. Organizational culture has been defined as **“Culture is how organizations 'do things'.”** by Robbie Katanga. Culture also represents the thoughts which exist in their minds (Cameron, 2008).

Institutions carry heterogeneous culture. Three level of organizational culture has been defined by Schein (1984, 1985, 1991). Level one includes organisational symbols and rituals. Level two consists of factors which help in guiding the behavior of members of organisation. Level 3 reflects the implicit ideas and values profoundly ingrained in the organization's employees. This is the nature of organization and has the greatest effect on the actions of the individual (Méndez, et. al., 2014). Based on the notion of culture by Schein (1984), we may conclude that a research culture is implicitly assumed by members of university regarding research. Therefore it is required that proper environment should be provided to flourish the research among faculty members while imparting quality education. Imparting quality education is the core function of any college or university, this function cannot be fulfilled significantly without creating a vibrant research culture (Matthews, B., 2004). The aim of performing research is too frequently overlooked in reality when the faculty members are engrossed in teaching and logistical problems (Matthews, B., 2004).

### **Challenges**

India has successfully developed one of the largest higher institutions in the world. Performance is regarded by many of the top organisations as being equivalent to the best in the world. The cost of traditional education, especially professional education is really high (Sirswal, D. R., 2016). India acknowledges that the current global scenario poses unparalleled challenges to the higher education

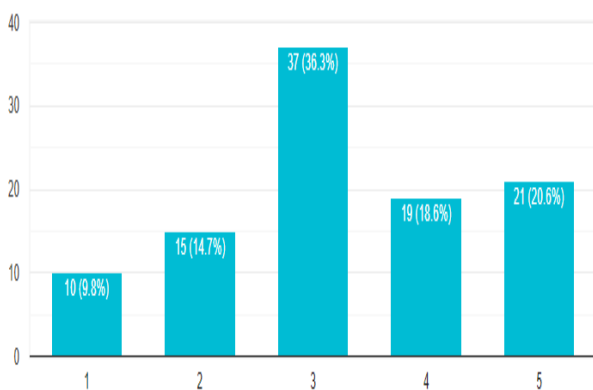
system. The University Grants Commission has rightly indicated that a variety of skills would be expected from graduates of different disciplines (Singh, J. D., 2011). Much greater issues persist with regard to performance and the availability of adequate learning like low enrolment ratio, lack of financing & infrastructure etc. (Sirswal, D. R., 2016; Singh, J. D., 2011). As our higher education requirements are vast and vibrant, and as a result of a number of challenges such as rising population, and massive unemployment, immediate attention must be paid to rejuvenate our higher education system via continuous quality improvement in research as well as in academic (AHMAD, T.,2020). As the faculty members are also lacking in research qualification due to which the aim to promote research among the students of post-graduation is found to be fail. Lack of funding and scholarships obstructs faculty members and students to enroll in research.

### Measures

Research is most prominent one which needs to be enriched. Development in research also leads to the development of nation. Therefore much attention should be paid to strengthen the research in higher education institutions. As graduation/post-graduation is the gateway to research, a due regard should be paid to enroll more and more learners (Walter, M., et. al., 2008). Promoting scholarship schemes and funding in order to encourage participation among learners and faculty members. A check on the academic burden on the members of faculty of higher education institutions should be made, so that they get the time for research (Matthews, B., 2004). Research committee should be made in each and every higher education institution so that effective measures should be taken to promote research among learners. Research ethics should be top priority, for ensuring great quality in research and related performance (Ahmad, T., 2020). It is also provided that there should be an interface between the Institution and other stakeholders to promote the culture of research (Sirswal, D. R., 2016). By organising seminars, hands on workshops, and counseling, will encourage more participation and arouse interest among them to pursue it.

### Results and Discussions

Self administered questionnaire was prepared to study the aspects which will help in reinforcing the culture of research in institutions of higher learning. The survey was taken on small scale. In which following are the findings:



This diagram represents the rating level of knowledge of respondents regarding outline of a research paper. It is found that only 20.6% of respondents have full knowledge of outline of research paper whereas 10% of respondents have no knowledge of outline.

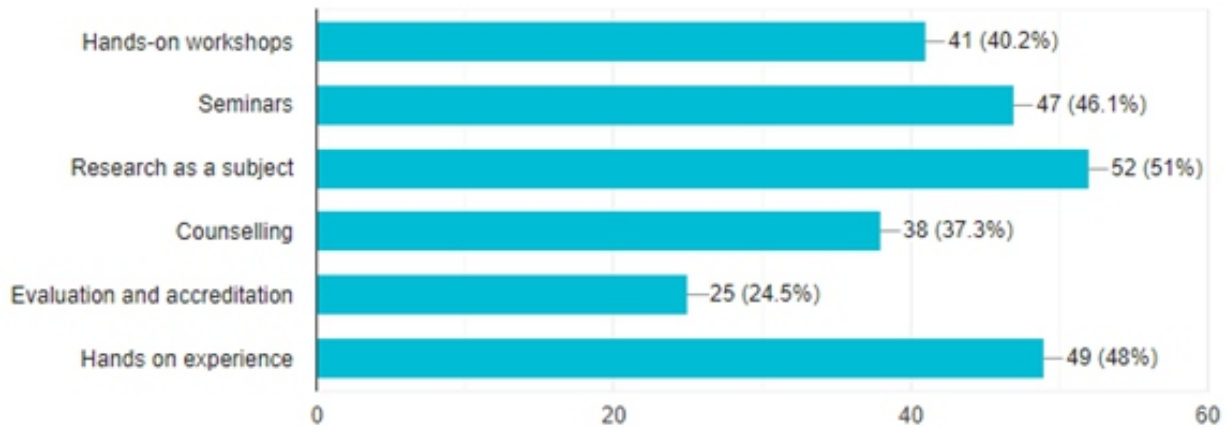
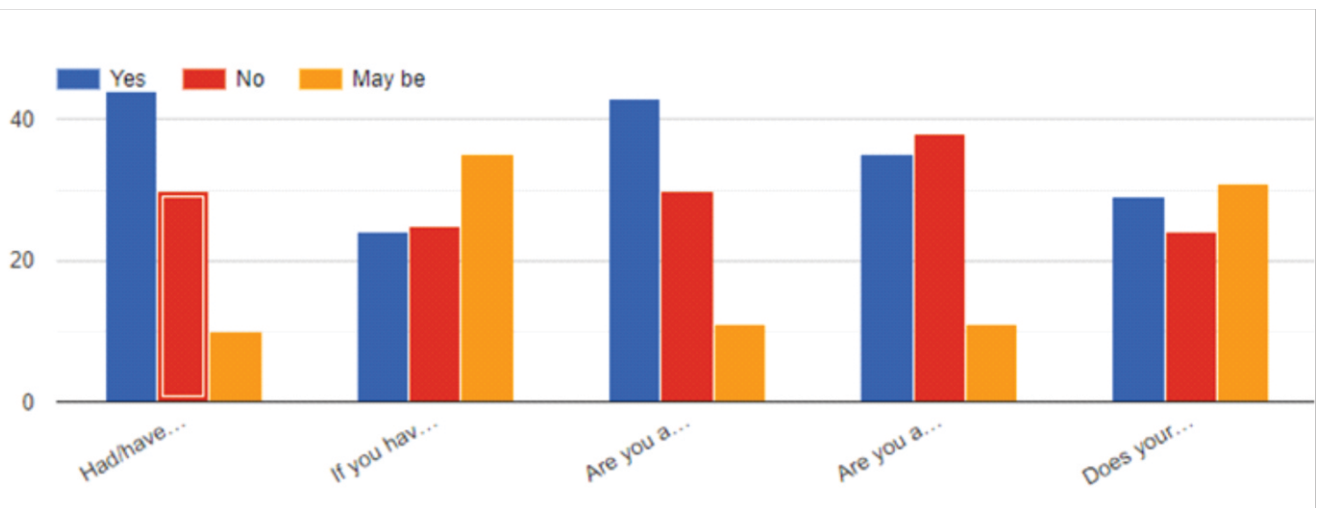
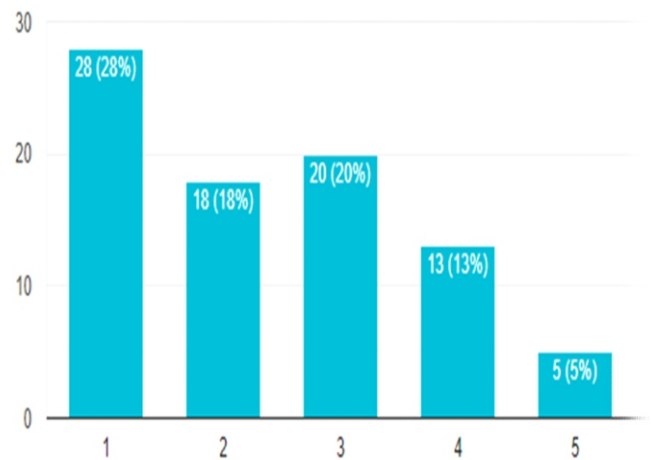


Diagram above illustrates the responses of five questions. In the responses, it is found that the majority of respondents agreed that they have research as a subject in graduation/post-graduation as shown in bar graph 1, but the degree of information was not adequate as highlighted in bar graph 2. Bar graph 3 reveals that a significant proportion of respondents are conscious of plagiarism. The survey results revealed that the majority of them were not aware of the research policies and agenda of their organizations as highlighted in bar graph 4. Bar-graph 5 shows that a large number of respondents are not aware of the research committee of their institutions.

This diagram illustrates the answers to the question, "Funding for research is essential." It is found that 28 per cent of respondents consider finance to be a significant factor and very few disagree with it.



### **Conclusion**

Research is the most prominent in today's era. Growth and development in research sector also leads to the development of nation. There is need to strengthen our institutions to by providing them assistance to promote research. We have provided an overview of the main issues related to reinforcing the research culture in higher education institutions. Students are considered as the building blocks for the development of nation. More enrolments of students in graduation/post-graduation and in Phd. will helps in strengthening the culture of research in the institutions of higher learning. Due to deterioration of research and academics in India there is utmost requirement of highly qualified faculty to pass on the legacy of knowledge to the next generation.

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